

National Oceanic and Atmospheric Administration's

National Weather Service



Management Directive – 715

FY 2005 Equal Employment Opportunity Program Status Report

&

FY 2006 Equal Employment Opportunity Plan

**National Weather Service
FY 2005 MD-715**

EEO PROGRAM STATUS REPORT

Table of Contents

Equal Employment Opportunity Policy Statement.....	3
Sexual Harassment Policy Statement.....	4
Parts A-D: Agency Identifying Information.....	5
Part E: Executive Summary.....	8
Part F: Certification.....	13
Part H: Plan to Attain the Essential Elements of a Model EEO Program.....	14
Part I: Plan to Eliminate Identified Barriers.....	22
Appendix	
1. Required Data Tables.....	43



U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

FEB 24 2006

MEMORANDUM FOR: All NWS Employees

FROM:

David L. Johnson

[Handwritten signature] 2/24

SUBJECT:

Equal Employment Opportunity Policy Statement

The NOAA's National Weather Service (NWS) serves the people of the United States every day. We are the sole U.S. official voice for issuing warnings during life-threatening weather situations. Today's NWS was built by our workforce; a workforce that needs an environment where everybody can contribute to the maximum of their ability. Therefore it is the policy of NOAA's NWS to provide equal access to employment regardless of race, color, religion, sex, national origin, age, sexual orientation, or physical or mental disability.

As the NWS Assistant Administrator, I am committed to EEO and its goals. During my administration, the NWS will enforce a zero tolerance policy for any form of discrimination or harassment. Discrimination may be displayed through disparate treatment, disparate impact, or retaliation. Disparate treatment occurs when an employee is intentionally treated differently than others who hold or are applying for similar jobs. Disparate treatment can occur in any area of employment including hiring, discipline, performance appraisal, termination, working conditions, or benefits. Disparate impact occurs when employment policies or procedures appear neutral but have a negative effect on a group with a common race, color, religion, sex, national origin, age, sexual orientation, or disability status. Retaliation occurs when management takes action against an employee because the employee participated in the Equal Employment Opportunity (EEO) complaint process or opposed agency actions believed to be discriminatory. ✓

As an employee, it is important to understand, and utilize when necessary, the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. Should you believe you have been the victim of unlawful discrimination, you may contact the NOAA Office of Civil Rights at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

For more information on what constitutes a violation of EEO, visit the NOAA Civil Rights Office's web site at <http://www.ofa.noaa.gov/~civilr/eeopol.htm>.



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THE ASSISTANT ADMINISTRATOR
FOR WEATHER SERVICES





U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL WEATHER SERVICE
1325 East-West Highway
Silver Spring, Maryland 20910-3283
THE DIRECTOR

FEB 24 2006

MEMORANDUM FOR: All NWS Employees
FROM: David L. Johnson  2/24
SUBJECT: Sexual Harassment Policy Statement

NOAA's National Weather Service is committed to creating an environment where everybody can share ideas freely without fear and contribute to the maximum of their ability. Anything, which erodes the respect and confidence that employees have in our agency, is a serious problem for the NWS. Sexual harassment is one such problem. Therefore, it is the policy of the NWS to provide a work environment free of sexual harassment where all employees are treated with respect. Sexual harassment is defined as deliberate or repeated unsolicited and unwelcome verbal comments, gestures, or physical contacts of a sexual nature. Harassment of any type which leads to a hostile work environment will not be tolerated. At the NWS, we have a zero tolerance policy against harassment in the workplace. NWS managers and supervisors are required to take immediate corrective actions to demonstrate the zero tolerance for any behavior which creates an intimidating, hostile, or offensive work environment ✓

I am committed to the goal of a work environment free of sexual harassment. If you believe you are a victim of sexual harassment, you should seek guidance from an Equal Employment Opportunity (EEO) Manager or contact an EEO Counselor in the NOAA Civil Rights Office at (voice) 301-713-0500 or 1-800-452-6728, (TDD) 301-713-0982, or (fax) 301-713-0983.

You can exercise your rights through the discrimination-complaint process and seek the assistance of an EEO representative without fear of retaliation. For more information on what constitutes sexual harassment, visit the NOAA Civil Rights Office web site at <http://www.ofa.noaa.gov/civilr/eeopol.htm>.



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THE ASSISTANT ADMINISTRATOR
FOR WEATHER SERVICES



**EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

For period covering October 1, 2004, to September 30, 2005.

PART A Department or Agency Identifying Information	1. Agency		1. Department of Commerce	
	1.a. 2 nd level reporting component		National Oceanic and Atmospheric Administration (NOAA)	
	1.b. 3 rd level reporting component		National Weather Service (NWS)	
	1.c. 4 th level reporting component			
	2. Address		2. 1325 East-West Hwy	
	3. City, State, Zip Code		3. Silver Spring, MD 20910	
	4. CPDF Code	5. FIPS code(s)	4.	5.
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			1. 4822
	2. Enter total number of temporary employees			2.
	3. Enter total number employees paid from non-appropriated funds			3.
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 4822
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. David L. Johnson Assistant Administrator for Weather Services	
	2. Agency Head Designee		2. John E. Jones, Jr. Deputy Assistant Administrator for Weather Services	
	3. Principal EEO Director/Official Official Title/series/grade		3. Charly L. Wells Director, Office of Equal Opportunity and Diversity Management	

	4. Title VII Affirmative EEO Program Official	4. N/A
	5. Section 501 Affirmative Action Program Official	5. N/A
	6. Complaint Processing Program Manager	6. N/A
	7. Other Responsible EEO Staff	7.

**EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	NWS Headquarters Offices		
	NWS Eastern Region		
	NWS Western Region		
	NWS Southern Region		
	NWS Central Region		
	NWS Alaska Region		
	NWS Pacific Region		
	NWS National Centers of Environmental Prediction		

EEOC FORMS and Documents Included With This Report

*Executive Summary [FORM 715-01 PART E], that includes:	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]
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Brief paragraph describing the agency's mission and mission-related functions	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects.	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements	*Organizational Chart	

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Name of Agency or Reporting Component:

NOAA's National Weather Service (NWS)

For Period Covering October 1, 2004 to September 30, 2005.

EXECUTIVE SUMMARY

The National Oceanic and Atmospheric Administration's (NOAA) National Weather Service (NWS) serves the people of the United States every day. The NWS provides weather, water, and climate forecasts and warnings for the United States, its territories, adjacent waters, and ocean areas for the protection of life and property and the enhancement of the national economy. NWS data and products form a national information data base and infrastructure which can be used by other government agencies, the private sector, and the global community.

Approximately 4,800 dedicated NWS employees in 122 weather forecast offices, 21 center weather service units, 13 river forecast centers, 9 national centers and other support offices around the country carry out the NWS mission. Our annual budget of approximately \$780 million in 2005 supports a national infrastructure to gather and process data worldwide from the land, sea, and air and feed sophisticated computer models running on high-speed supercomputers. Our highly trained and skilled workforce maintains our infrastructure and uses powerful workstations to analyze all of these data and issue forecasts and warnings.

The Office of Equal Opportunity and Diversity Management (OEODM) develops national Equal Employment Opportunity (EEO) policy and program guidance, as well as annual EEO reports. NWS has a full-time staff of 5 individuals at the headquarters offices in Silver Spring, Maryland as well as full-time regional EEO managers at all but one regional headquarters office.

This report addresses management support of the Affirmative Employment Program; the EEO critical element in employee performance plans; activities for hiring, retaining and promoting minorities, women, and people with disabilities; and, the development of minority and women initiatives and activities. It is a compilation of the progress and effectiveness of the Affirmative Employment Program at NWS. It has been prepared for inclusion into a consolidated NOAA report in response to a request from the Equal Employment Opportunity Commission.

**ASSESSMENT OF THE STRENGTHS AND WEAKNESSES OF NWS EEO
PROGRAM COMPARED TO THE SIX ESSENTIAL ELEMENTS OF A MODEL
TITLE VII AND REHABILITATION ACT PROGRAM**

Essential Element A: Demonstrated Commitment from Agency Leadership

The NWS strengths in this element include:

- EEO policy statements are up-to-date.
- EEO policy statements have been communicated to all employees.
- Information informing applicants and employees of EEO programs, administrative and judicial remedial procedures is available to employees on the agency's internal website.
- New supervisors are provided a copy of the EEO policy statement during orientation.
- NWS does have a reasonable accommodation policy.

NWS weaknesses in this element include:

- New employees are not provided a copy of the EEO policy statement during orientation.
- EEO structure within NWS not sufficient.

In FY 2004, NWS had three weaknesses under this element: Neither new supervisors nor employees were provided a copy of the EEO policy statement during orientation nor NWS did not have a reasonable accommodation policy. During FY 2005, the OEODM working with NOAA Office of Civil Rights learned that new supervisors were being given a copy of the NOAA EEO Policy Statement. The OEODM is still working with Workforce Management to ensure that new employees are given a copy. Also during FY 2005, NWS issued guidance on providing reasonable accommodations which is in line with EEOC directives.

Historically, within the NWS EEO structure, EEO Regional Managers are required to process personnel actions. This is a direct conflict of interest for EEO personnel as they meet the needs of their Regional Directors. To correct this issue the OEODM Director has proposed a realignment of this structure. The NWS Assistant Administrator and Deputy Assistant Administrator and the OEODM Director are working to resolve this discrepancy within FY 2006.

Essential Element B: Integration of EEO into the Agency's Strategic Mission

The NWS strengths in this element include:

- OEODM staff has the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions.
- The agency has committed sufficient funding, staffing, and resources to manage an effective EEO program.
- OEODM Director is under the direct supervision of the agency head.
- In general, EEO officials are present during agency deliberations prior to decisions on personnel matters.

- EEO issues/concerns are considered in the agency's strategic planning process.

The OEODM Director meets with senior management weekly. The OEODM has been asked for input into the curriculum taught at the NWS Training Center. The Director now serves on the national training committee for NWS. The OEODM Director is the Chair of the NWS Quality Worklife Committee. EEO goals and objectives are being included in the NWS Strategic and Human Workforce Capital Plans.

Essential Element C: Management and Program Accountability

Strengths in this element are:

- NWS has a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination or harassment in the workplace.
- System for deciding, tracking and monitoring reasonable accommodation issues.
- Regular meetings with senior level managers to provide updates on the EEO program.

In FY 2004, NWS did not have a reasonable accommodation policy so there was no tracking system in place. During FY 2005, guidance were issued, we are now in the process of tracking requests and training managers and employees. .

The OEODM Director meets regularly with senior managers. During these meetings he provides updates on the EEO program. Also, during FY 2005, several MD-715 training sessions were completed. During these sessions managers were notify of the requirements under MD-715. OEODM is in the process of setting up quarterly meeting with senior managers.

Essential Element D: Proactive Prevention

Strengths in the element are:

- Employees and managers are encouraged to use Alternative Dispute Resolution.
- Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.

Weaknesses in this element are:

- Trend analyses of the effects of management/personnel policies, procedures and practices are not conducted by race, national origin, sex and disability.

No changes have taken place under this element since FY 2004. Currently, there is no tracking system that we know of in NOAA that will allow us to do this type of analysis and OEODM has not been called in to perform any type of impact analyses. The OEODM Director met with several senior managers within NWS and NOAA to discuss the possibility of initiating SPSS. SPSS is a statistical analysis program that would allow

us to track this type of data. Although this program would resolve many of our data collection issues, it has been met with passive resistance.

Essential Element E: Efficiency

Strengths:

- NWS has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.

Essential Element F: Responsiveness and Legal Compliance

The NOAA Office of Civil Rights coordinates the NWS compliant activities.

NWS WORKFORCE ANALYSIS

During FY 2005, NWS's workforce decreased by 24 individuals. Women decreased by 0.2% and men decreased by 0.6%. American Indian/Alaska Native women had the greatest decrease. They decreased by 20% or 2 individuals. Even though there were decreases across the board, Hispanic males and Asian American/Pacific Islander females increased, 7.3% and 7.1% respectively.

Women

During FY 2005, women were substantially underrepresented in the NWS workforce. Women represent 46.8% of the National Civilian Labor Force (NCLF); however, women only represent 18.1% of the NWS workforce. Women are also underrepresented in all of the NWS core mission occupations (Meteorologist, Meteorologist Technician, Electronic Engineer, Electronic Technician, Physical Scientist, Hydrologist, and Information Technology Specialist). There were really no changes from FY 2004.

Hispanics

In FY 2005, Hispanics were vastly underrepresented in the NWS workforce. Hispanics were underrepresented in a majority of the NWS mission-related occupations. Hispanic males were underrepresented in 6 or 7 occupations and Hispanic women were underrepresented in 5 of 7 occupations. Hispanic men reached parity in the Physical Scientist occupation and Hispanic women reached parity in the Meteorologist and Hydrologist occupations. Hispanics represent 10.7% of the NCLF; however, Hispanics represent only 2.8% of the NWS workforce. (See: Table A6)

African Americans

In an assessment done by OEODM in FY 2005, African American men and women were underrepresented in the NWS workforce. African American men represent 2.6% of the NWS workforce and 4.8% of the NCLF. African American women represent 2.5% of the

NWS workforce and 5.7% of the NCLF. In FY 2004 African American men were underrepresented in 4 of 7 NWS mission related occupations. In FY 2005, they were underrepresented in only 2 of the occupations: Meteorologist and Electronic Engineer. In FY 2004, African American women were underrepresented in 3 of 7 NWS mission related occupations. In FY 2005, they are underrepresented in 4 of 7 occupations: Meteorologist Technician, Electronics Engineer, Electronics Technician, and Information Technology series.

Asian American/Pacific Islander (AA/PI)

During FY 2005, AA/PIs were underrepresented in the NWS workforce. AA/PIs represent 3.6% of the National Civilian Labor Force (NCLF), but only 3.2% of the NWS workforce. AA/PI males have reached parity with the NCLF; however, AA/PI women have not. AA/PI women represent 1.7% of the NCLF and 0.9% of the NWS workforce. In FY 2004, AA/PI males are underrepresented in all seven mission-related occupations; however in FY 2005 they have reached parity in the Hydrologist occupation. There have been no changes for AA/PI women. AA/PI women are underrepresented in 6 out of 7 occupations. AA/PI women have reached parity in the Electronic Engineer series.

American Indian/Alaskan Native (AI/AN)

During FY 2005, AI/AN women were underrepresented in 5 of 7 NWS mission-related occupations. The 5 occupations were: Meteorologist, Meteorologist Technician, Electronic Technician, Physical Scientist, and Information Technology. AI/AN men are underrepresented in the Meteorologist and Hydrologist occupations.

People with Disabilities (PWD)

In FY 2005, PWD represented 4.7% of the NWS workforce; however, they represented 6% of the NCLF. Employees with targeted disabilities represent only .85% of the NWS workforce. The Federal high is 2.27%.

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I,

Charly L. Wells

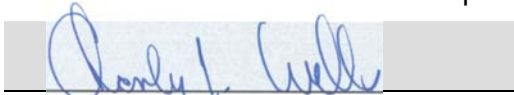
am the

Principal EEO Director/Official
for

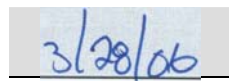
NOAA's National Weather Service

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report. The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Charly Wells



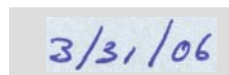
Signature of Principal EEO Director/Official

Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.



David L. Johnson



Signature of Agency Head or Agency Head Designee

Date

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY 2005	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The EEO & Diversity Management performance element for SESers, managers, and supervisors are not consistent with EEOC recommendations. Managers are not rated on their performance as it relates to EEO and Diversity Management.
OBJECTIVE:	Develop performance elements for supervisors and managers which are performance based and comprehensive.
RESPONSIBLE OFFICIAL:	NWS Assistant Administrator (AA); Deputy Assistant Administrator (DAA); Director of OEODM
DATE OBJECTIVE INITIATED:	May 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Make recommendation to DAA on changing the current EEO and Diversity Management element.	April 2005
Develop EEO and Diversity Management performance elements for supervisors and managers.	May 2005
Work with NWS Workforce Management Office to ensure that elements meet OPM requirements.	June 2005
Brief supervisors and managers of the changes and provide guidelines on how they can meet the new FY 2006 requirements.	October 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In April 2005, the OEODM Director spoke with DAA about improving the SESers and GS 12-15 supervisor's and manager's performance elements. DAA gave his approval. In May 2005, the OEODM Director provided the DAA with a draft of the new EEO and Diversity Management performance elements. The DAA gave is permission to proceed. In June 2005, the OEODM Director gave a copy of the draft elements to the NOAA Workforce Management Office. In July the new elements were approved by the NOAA Workforce Management office. The document was then distributes to the NWS Corporate Board for utilizing in FY 2006. Several arguments were made by senior management regarding the new performance. Because the issues couldn't be resolved by the beginning of the new fiscal year, it was decided to push the start date for the new element until FY 2007 for all NWS. Several offices/regions had no issues with</p>	

the new elements and are currently performing under the new guidelines.

**EEOC FORM
715-01 PART H**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO Program officials?
OBJECTIVE:	Ensure that senior managers are provided bi-monthly or quarterly updates on the status of the EEO program by EEO officials.
RESPONSIBLE OFFICIAL:	OEODM Director; NWS Senior Managers
DATE OBJECTIVE INITIATED:	July 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
When plan is completed, ensure that each senior manager receives a copy.	July 2005
EEO officials will organize regular meetings with senior managers to discuss EEO program.	September 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>The FY 2004 EEO Status Report was completed in July 2005 and posted to the NWS internet to be viewed by all employees as well as senior managers. In August 2005, a member of the OEODM staff gave a presentation on MD 715 to all NWS employees. In September 2005, OEODM hosted a conference for managers, supervisors, the Diversity Management Council, and Regional EEO Managers. A presentation was given on MD 715 and its reporting requirements. In October of 2005, the new EEO Advisory Committee met for the first time. The committee consists of individuals from board range of occupations and grades.</p>	

**EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO is not always included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure the EEO concerns are integrated into the agency's strategic mission.
OBJECTIVE:	EEO and Diversity Management should be involved in and consulted on management/personnel actions.
RESPONSIBLE OFFICIAL:	AA; DAA; Director of Strategic Planning Office; Director of Office of Chief Financial Officer; Director of OEODM
DATE OBJECTIVE INITIATED:	January 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Meet with AA and DAA to discuss OEODM involvement in management and personnel meetings and discussions.	July 2005
Ensure that OEODM are a part of the Corporate Board.	September 2005
Ensure that OEODM are a part of the NWS training team.	September 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>The OEODM Director meets weekly with other senior managers under the direct supervision of the DAA. The OEODM Director has met with the Director of the Strategic Planning office to ensure that EEO and Diversity Management initiatives are included in the NWS Strategic Planning process. EEO and Diversity Management objectives have been added to the NWS Human Capital Strategic Plan.</p> <p>In July 2005 the OEODM Director met with the AA and DAA of Weather Services to discuss his roles, responsibilities, and reporting requirement under MD 715. The OEODM Director of currently a member of the Workforce Human Capital Committee and Chair of the Quality Worklife sub-committee. The OEODM Director is currently a member of the NWS Training Committee. He serves as Chair of the EEO and Diversity Management sub-committee.</p>	

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715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers meet with EEO to solve barriers and implement plans.
OBJECTIVE:	Ensure that senior managers are involved with identifying, addressing, and resolving barriers.
RESPONSIBLE OFFICIAL:	Director of OEODM; NWS Senior Managers
DATE OBJECTIVE INITIATED:	September 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	On-going
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
When plan is completed, ensure that each senior manager receives a copy.	July 2005
Senior managers meet with EEO staff to identify barriers.	September 2005
When barriers are identified, plans to solve developed and implemented.	On-going
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>The OEODM continues to try and address barriers to employment. When issues are brought to OEODM, we work with the appropriate individuals to resolve the issues. After the self assessment has been completed and approved by the AA and DAA, OEODM will immediately set-up a meeting to update senior managers. Regularly scheduled meetings with senior managers will then be scheduled.</p>	

**EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	The agency's reasonable accommodation program those not comply with MD-715 guidelines.
OBJECTIVE:	Establish a reasonable accommodation program that complies with the EEOC requirements.
RESPONSIBLE OFFICIAL:	NOAA Director of the Office Civil Rights; EEO Director
DATE OBJECTIVE INITIATED:	January 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Assist the NOAA Office of Civil Rights in developing a NOAA policy.	January 2005
Ensure that NWS follow the guidelines set-forward in the new policy.	September 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In FY 2005, the NWS issued its policy on providing reasonable accommodations. We are now in the process of training employees and managers on these new guidelines.	

**EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2005	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	New employees and supervisors are not provided a copy of the EEO and Prevention of Sexual Harassment policy statements.
OBJECTIVE:	Ensure that all new employees and supervisors are provided a copy of the EEO policy statement.
RESPONSIBLE OFFICIAL:	OEODM Director, Workforce Management Office, and NOAA Office of Civil Rights
DATE OBJECTIVE INITIATED:	July 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Policy statements will be provided to NWS Workforce Management Office for inclusion in employment orientation package.	September 2006
Policy statements will be provided to NWS Workforce Management Office for inclusion in supervisor orientation package.	August 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>During FY 2005, OEODM found out from the NOAA Office of Civil Rights that a copy of the EEO and Sexual Harassment policies were being issued to new supervisors, but not to employees. At the beginning of FY 2006, OEODM made several request to NOAA Workforce Management to discuss this issue. We a still waiting for a response. In the meantime, copies of the NWS EEO and Sexual Harassment Policy Statements are sent to all employees annually, posted on bulletin boards throughout the agency, and are posted on the OEODM webpage.</p>	

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FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Attain the Essential Elements of a Model EEO Program**

FY 2005	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Low participation on women and minorities in Senior Executive Service positions.
OBJECTIVE:	Increase the number of women and minorities in the Senior Executive Service.
RESPONSIBLE OFFICIAL:	NWS Assistant Administrator (AA), Deputy Assistant Administrator (DAA), Headquarters and Regional Directors
DATE OBJECTIVE INITIATED:	June 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Give a copy of the EEO Statue report to senior managers.	July 2005
Establish a mentoring program for women and minorities.	December 2006
Review nomination process for participation in leadership, executive potential programs, and development programs.	September 2006
Review SES search and placement procedures and ensure effective outreach tools are utilized to actively recruit qualified women and minority candidates for senior-level positions.	December 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>The OEODM posted a copy of the EEO Status Report to its website. The OEODM provided MD-715 training to all managers, supervisors, and employees. The Mentoring Program guidelines have been developed; however, due to cuts in the budget, the mentoring program has been put on hold until FY 2007. The OEODM is still researching the nomination process for career development programs and the SESers candidacy program. Once the review has been completed, 3rd quarter FY 2006, we will put together a plan of action.</p>	

**EEOC FORM
715-01 PART I**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

FY 2005 Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Although employees have been exposed to EEO and Diversity Management training, there appears to be a continued need to heighten the awareness of EEO regulations and Diversity Management initiatives.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The barrier was identified through input from Regional EEO managers and Diversity Focal Points.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Although information on EEO and Diversity Management is available on the intranet and through classroom training, employees still seem to be relatively unaware of their rights as they pertain to EEO laws and the programs that have been established to address their issues and concerns.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Create awareness of OEODM, develop comprehensive training for all employees, and create an EEO and Diversity Management Marketing Plan.

RESPONSIBLE OFFICIAL:	Director of the OEODM
DATE OBJECTIVE INITIATED:	January 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	On-going

**EEOC FORM
715-01 PART I
EEO Plan To Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop online EEO training for all employees.	December 2004
Develop Diversity Management Training for all employees.	February 2005
Promote NOAA E-Learning EEO and Diversity courses.	September 2005
Prepare and distribute EEO and Diversity Management brochures.	September 2005
Develop Special Emphasis Program and Diversity Management Strategic Plans.	April 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>Because of budgetary short falls, the online EEO and Diversity Management training for all employees has been put on hold.</p> <p>In FY 2005, the OEODM and a team of DOC/NOAA individuals provided EEO and Diversity Management training to managers and supervisors across the country. The OEODM has also encouraged individuals to review the EEO training courses available under NOAA E-Learning. OEODM has also promised to review the courses and develop a list of suggested courses for review by all employees.</p> <p>During FY 2005, the OEODM staff developed Special Emphasis Program and Diversity Management Strategic Plans. All plans have been approved. The NWS EEO Advisory Committee is using the SEP Plan to develop its work plan. The NWS Diversity Management Council uses the Diversity Management Strategic Plan to report its accomplishments.</p>	

**EEOC FORM
715-01 PART I
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

FY 2005 Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The workforce age demographics show that more than 30 percent of the workforce is currently eligible for retirement.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Information obtained from a draft of the NWS Human Resource Strategic Plan and a retirement analysis done by the NOAA Human Resource Data System.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	There aren't enough opportunities to hire student interns, thus not enough women and minorities in the pipeline to fill vacant positions.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Greater emphasis should be placed on succession planning. When appropriate, vacancies should be announced at multiple grades. NWS should use its corporate recruiters, who were trained by the Department of Commerce, to visit schools and organizations with significant numbers of women and minorities.

RESPONSIBLE OFFICIAL:	CFO; Deputy Assistant Administrator; OEODM Director
DATE OBJECTIVE INITIATED:	January 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	December 2005

**EEOC FORM
715-01 PART I
EEO Plan To Eliminate Identified Barrier**

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Assist Strategic Planning office in developing the NWS Human Capital Strategic Plan.	December 2004
Develop a national recruitment strategy.	July 2005
Discuss with DAA possibility of making more internship positions available.	September 2005
Discuss with managers and supervisors the possibility of offering more career ladder/upward mobility positions.	December 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>The OEODM Director has met with the Strategic Planning office. Several EEO and Diversity Management initiatives have been included in the NWS Strategic and Human Capital Strategic Plans. The Human Capital Strategic Plan has several recruitment goals and objectives included in it to address recruitment of women and minorities.</p> <p>In FY 2005, NWS experienced cross-the-board budget cuts. Because of these cuts, it is not possible to increase the number of internship positions. Senior management is very aware of the issues. The Workforce Human Capital Committee has studied this issue and along with OEODM and others are trying to come up with alternate strategies to increase numbers.</p>	

**EEOC FORM
715-01 PART I**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Women and minorities are not well represented in the high-grade levels of the organization.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	Reviewed workforce statistics for grades 13s and above.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The organization lacks a mentoring program that may facilitate the career and professional development of employees. Women and minorities may not be applying to participate in career development programs.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To establish a formal mentoring program which would give employees an opportunity to develop relationships for the purpose of enhancing ones own professional and personal development.

RESPONSIBLE OFFICIAL:	NWS Training Division, NWS Workforce Management Office, NWS OEODM
DATE OBJECTIVE INITIATED:	July 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 2006

<p align="center">EEOC FORM 715-01 PART I EEO Plan To Eliminate Identified Barrier</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop formal mentoring program for employees in grades 9-12.	December 2006
Create awareness campaign that highlights the many career/professional development programs available to employees.	March 2006
Promote offering more career ladder positions.	April 2006
Ensure that there are no discriminatory practices in personnel procedures that would hinder the progress of women and minorities.	August 2005

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

The OEODM is in the process of reviewing the personnel practices of the NWS to ensure that discriminatory practices are not occurring. One of the objectives of the NWS EEO Advisory Committee is to review positions in the NWS to see how many are offered annually and of those how many are career ladder positions. The OEODM has done some search into this issue and has found that a good portion of the vacancies to fill scientific positions are offered as career ladder.

In FY 2005, the OEODM Director developed a Mentoring Handbook. Because of cuts to the budget, the program has been put on hold. It will be reevaluated for FY 2007.

**EEOC FORM
715-01 PART I**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The organization is underrepresented in women and minorities, especially in the professional field and higher-grade levels. Hispanics are especially underrepresented through out the organization.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The NWS EEO office reviewed workforce statistical data, including major occupational data.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	NWS does not have a centralized recruitment program.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	To develop a more centralized recruitment program. Create outreach programs that will generate a diverse pool of applicants.

RESPONSIBLE OFFICIAL:	OEODM Director; NWS Workforce Management Office
DATE OBJECTIVE INITIATED:	September 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005

<p align="center">EEOC FORM 715-01 PART I EEO Plan To Eliminate Identified Barrier</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop a national recruitment strategy.	July 2005
Encourage offices to participate in outreach activities, such as, career fairs.	On going
Develop programs with institutions with significant populations of women and minorities.	On going
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>During FY 2005, NWS continued to provide funding to several Minority Serving Institutions (MSIs) (Jackson State University, West Virginia State College, and University of Puerto Rico) through grants. The funding went to assist these institutions in developing and maintaining Atmospheric Science programs.</p> <p>NWS offices across the country continue to support there communities. NWS employees attend hundreds of career fairs, school activities, community functions, and conferences annually.</p>	

**EEOC FORM
715-01 PART I
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY 2005

Name of Agency of Reporting Component: National Weather Service

**STATEMENT
OF
CONDITION
THAT WAS A
TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

Regional EEO Managers, managers and supervisors continue to suggest that there are not an adequate number of women and minorities applying for our vacancy announcements.

**BARRIER
ANALYSIS:**

Provide a description of the steps taken and data analyzed to determine cause of the condition.

Analyzed statistics from prior EEO Quarterly and Affirmative Employment Plan Reports. The term "national average" is based on the National Civilian Labor Force (NCLF) statistics for each career field (includes both government and private sector). We compare our numbers for each career field to the NCLF because the recruitment pool for most of our vacancies is government-wide and/or nationwide if we advertise to the public through a delegated examining unit.

**STATEMENT
OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to

We cannot determine with any certainty what barriers exist that may be causing the undesired condition because we do not know if these under-represented groups are applying for our vacancies. Once an applicant is selected, one of the forms in the new hire packet is a self-identification of race and national origin. If they choose to fill the form out, it is at that point we are able to positively identify their race and national origin. That information is then available in our statistical reporting, but it does not really help us determine whether women and minorities are applying for our vacancies because we are only seeing the race and national origin of selectees, not applicants. There is currently no mechanism in place to track the race and national origin of candidates applying for our vacancies.

We have heard from applicants that our application process is

<p>some administrative problems with Quickhire, applicants have said that it seems to have simplified the application process somewhat.</p> <ol style="list-style-type: none"> 3. Continue to follow up with MSIs to assess interest in developing a cooperative program with the NWS. 4. Visit at least four MSIs annually. 5. Conduct annual recruitment trips or contact the following universities which have meteorological or atmospheric science programs: <ul style="list-style-type: none"> • University of Arizona • Howard University • Jackson State University • Arizona State University • University of California • Elizabeth City State College • West Virginia State College • University of Puerto Rico • University of Washington • University of North Dakota • University of Hawaii • San Francisco University 4. Conduct annual recruitment trips to local junior colleges to assess interest in pursuing further education in meteorology or atmospheric sciences. 5. Identify and encourage offices to attend career, science, trade, and job fairs – participate when possible. 6. Contact military organizations who assist with placement of men and women departing active duty military service. 7. Encourage NWS employees to serve on boards and committees for local schools and colleges that have science and technology programs (i.e., establish an Adopt-A-School Agreement with local schools). 8. Encourage employees to visit local primary and secondary schools to talk about careers in the NWS. 9. Encourage NWS offices to develop “Students in Science” programs similar to the Women in Science Program initiated by the MIC at the Weather Forecast Office in Cheyenne, Wyoming. 10. Purchase outreach items such as pens, key chains, magnets, etc., for educational purposes to distribute at career fairs. 	<p>Ongoing</p> <p>September 2005 September 2005</p> <p>September 2005</p> <p>September 2005</p> <p>September 2005</p> <p>September 2005</p> <p>Ongoing</p> <p>Ongoing</p> <p>September 2005</p>
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>Western Region continues to do school visits, develop relationships with universities, and disseminate information about the NWS. Now 3 offices in the Western Region host Women in Science Conferences. On average, about 300 young women participate in each conference.</p> <p>Also, the NWS has developed a Workforce Human Capital Plans that addresses recruitment (particularly women and minorities) and retention issues, and also addresses succession planning.</p>	

**EEOC FORM
715-01 PART I
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

FY 2005

Name of Agency of Reporting Component: National Weather Service

**STATEMENT
OF
CONDITION
THAT WAS A
TRIGGER FOR
A POTENTIAL
BARRIER:**

Provide a brief narrative describing the condition at issue.

How was the condition recognized as a potential barrier?

1. Many employees and managers within the NWS are not aware of Executive Order (EO) 13087 and DOC policy which prohibit discrimination based on sexual orientation and provide a formal redress for discrimination complaints via standard civil service relief avenues.
2. The NWS has many non-heterosexual employees and managers. Despite the growing visibility of diversity issues surrounding sexual orientation, the NWS has done little to address these concerns.

**BARRIER
ANALYSIS:**

Provide a description of the steps taken and data analyzed to determine cause of the condition.

In the NWS Western Region several employees have brought these barriers to the attention of our Regional Gay and Lesbian Representative.

**STATEMENT
OF
IDENTIFIED
BARRIER:**

Provide a succinct statement of the agency policy, procedure or practice that has been determined to

In 1996, the Department of Commerce issued a non-discrimination policy which prohibits discrimination based on sexual orientation. This further clarified the position of the Office of Personnel Management that such discrimination is prohibited by the Civil Service Reform Act of 1978. In 1998, Executive Order (EO) 13087 expanded the DOC policy to include all Executive Branch employees, and formally allowed redress of discrimination complaints via standard civil service relief avenues. Despite the recent change of administration and the fact that discrimination based on sexual orientation is not currently addressed in civil rights laws, EO 13087 remains in effect. Many employees and managers within the NWS are not aware of these non-discrimination policies, or that these policies remain in effect.

be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<ol style="list-style-type: none"> 1. Continue educating all NWS employees that discrimination based on sexual orientation is prohibited, and that redress is available to all employees who may have been the subject of such discrimination. 2. Include people of differing sexual orientation in NWS diversity management, activities, and plans, and encourage use of orientation-neutral language in official correspondence.
RESPONSIBLE OFFICIAL:	OEODM Director
DATE OBJECTIVE INITIATED:	October 2004
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2005

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
<ol style="list-style-type: none"> 1. Issue EEO policy to all NWS employees about DOC's policy on the prohibition of discrimination and harassment based on sexual orientation and where to find information on filing a complaint. 2. Maintain contact with NWS/NOAA Gay and Lesbian diversity leaders to coordinate activities. 3. Encourage NWS regions and national-level centers to follow the lead of Western Region in including Gay/Lesbian representatives on their EEO/Diversity committees. 4. Publicize sexual orientation awareness activities. 	February 2005 Ongoing Ongoing Ongoing
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In 2005, the OEODM provided sexual orientation training to supervisors and managers. OEODM worked with the DOC Office of General Counsel to provide this training. Also, during the NWS 1 st Biennial EEO and Diversity Management Training Conference, OEODM invited a consultant in to provide training on this issue.	

**EEOC FORM
715-01 PART I
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier**

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Persons with disabilities in the Weather Service may not be receiving reasonable accommodations in the most efficient manner. This could be violating federal laws regarding reasonable accommodation, or causing the employee with the disability to not be working to their fullest potential, which would lower morale and/or their chances of promotion.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	NWS Eastern Region conducted an informal survey of how supervisors go about obtaining equipment as a reasonable accommodation to a person with a disability.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	DOC/NOAA/NWS has not issued a Reasonable Accommodation Policy.
OBJECTIVE: State the alternative or	When NOAA issues its policy, we will ensure that the NWS is aware of it and follows its guidelines.

revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	NOAA Office of Civil Rights Director; OEODM Director; Regional EEO Managers
DATE OBJECTIVE INITIATED:	September 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	On going

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Encourage supervisors and managers to obtain reasonable accommodation training.	September 2005
When DOC and/or NOAA policy is constructed regarding reasonable accommodation, it will be explained to the supervisors and the field personnel via email and/or conference calls.	December 2005
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In 2005, NWS issued its new reasonable accommodations policy. On several occasions during the year managers, supervisors, and employees were provided training. This training will continue in FY 2006.	

**EEOC FORM
715-01 PART I**
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

FY <u>2005</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Develop an individual Inclement Weather Policy for an OEODM employee with disability.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The OEODM conducted research via internet and also through the NWS Directive System to determine whether NWS has an Inclement Weather Policy. NWS does not. A OEODM staff person has special issues that need to be addressed in inclement weather.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	OEODM does not have an Inclement Weather Policy for its employee with a disability.
OBJECTIVE: State the alternative or	Develop an Inclement Weather Policy for OEODM employee, so he/she will know what their responsibilities are in inclement weather.

revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	AA; DAA; OEODM Director
DATE OBJECTIVE INITIATED:	July 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	April 2006

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Develop Inclement Weather Policy.	April 2006
Send policy through official channels for approval by DAA.	April 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
After further discussions, it has been decided that OEODM will develop a policy specifically for an OEODM employee. We will then let other managers and supervisors review the document and create one, if deemed necessary, for their own employees with disabilities. The policy will be completed by May 2006.	

**EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY <u>2006</u> Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO officials are not represented on each selection committee, especially those selecting senior managers.
OBJECTIVE:	Ensure that EEO officials are represented on each selection committee, especially those selecting senior managers.
RESPONSIBLE OFFICIAL:	NWS Assistant Administrator (AA); Deputy Assistant Administrator (DAA); Director of OEODM
DATE OBJECTIVE INITIATED:	September 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Make recommendation to AA and DAA on changing the current process.	FY 2006
Get buy in from NWS senior managers.	September 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

**EEOC FORM
715-01 PART H
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2006	
Name of Agency of Reporting Component: National Weather Service	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors are not utilizing the appropriate recruitment process when recruiting women, minorities, and individuals with disabilities.
OBJECTIVE:	Ensure that managers and supervisors are aware of their responsibilities during the recruitment process.
RESPONSIBLE OFFICIAL:	OEODM Director; NWS Senior Managers, WFMO
DATE OBJECTIVE INITIATED:	September 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Provide training on alternative recruitment practices and special hiring authorities to managers, supervisors and selecting officials.	FY 2006
Conduct reasonable accommodation training.	FY 2006
Conduct Affirmative Employment training.	FY 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

**EEOC FORM
715-01 PART I
U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier**

FY 2006 Name of Agency of Reporting Component: National Weather Service	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	Regional EEO Managers within the National Weather Service duties are not clearly defined. EEO Regional Managers do not have budgets, do not report to their Regional Directors and on average 80% of their duties are personnel in nature and 20% EEO. Also it is a conflict of interest for the EEO Managers to handle personnel issues.
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The OEODM Director asked each Regional EEO Manager who they reported to and how much of their duties were devoted to EEO.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	On average, 80% of the NWS Regional EEO Managers duties are personnel in nature, which is a direct conflict of interest to their EEO responsibilities.
OBJECTIVE: State the alternative or	Restructure the EEO function within the NWS so that Regional EEO Managers report directly to their Regional Directors and the Director of OEODM. Also, the restructuring will require that each region have a full-time EEO Manager.

revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	AA; DAA; OEODM Director
DATE OBJECTIVE INITIATED:	October 2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 2006

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
Brief the AA and DAA on the current situation. Obtain their approval to go before the Corporate Board.	October 2005
Develop Restructuring Plan.	April 2006
Provide briefing to Corporate Board.	June 2006
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	